

OUTLOOK

The University of Maryland College Park

November 21, 1988

Views on Enhancement Plan Aired at Senate Session

With visions of improving everything from the bricks and mortar to the school spirit at UMCP, members of the campus community expressed ideas about campus enhancement at the Nov. 14 Campus Senate meeting.

A panel of university and state officials, including UMCP Acting President William E. Kirwan and Acting State Secretary of Higher Education Lazlo Boyd, presented their views on what enhancement should involve. Then they listened as faculty members, department chairs, physical plant workers, students and staff members expressed their hopes for the plan.

The focus on possible enhancement projects and priorities results from state legislation that designates UMCP as the state's flagship campus and promises additional resources to the campus. For its part, UMCP is expected to produce a document that analyzes the campus' strengths and weaknesses and articulates its goals.

A draft enhancement plan produced this fall by a group of campus administrators is serving as the springboard for discussions.

"There's no great attraction (for legislators) if you say you (want) to spend money on something, without saying what you'll achieve with this money," Boyd said.

Boyd encouraged the campus to build on current strengths and also focus on what UMCP's role should be in relation to the state.

UMCP members of the panel emphasized that the campus is committed to establishing specific goals through the process. While directing some funding toward enhancing all programs is a goal, specific programs will likely be singled out for special emphasis, Kirwan said.

Some audience members and panelists addressed areas they feared have been neglected in enhancement discussions.

Ideas on instilling pride within the campus community should get attention, Richard Farrell, Campus Senate president, said. Representatives from the departments of anthropology and dance expressed concern that smaller programs might suffer in the enhancement process.

The senate discussion was not the last word on enhancement. Panelists encouraged members of the campus community to present their ideas on enhancement by Dec. 12 to the steering committee working on the plan. ■

Andrews Appointed to Baltimore School Transition Team

UMCP's loss will be the Baltimore City Public Schools' gain. If only temporarily.

For the remainder of the academic school year, Edward Andrews, director of the Research and Development Laboratory on School-Based Administration in the Department of Education Policy, Planning and Administration, will be serving on a special transition team appointed by new Baltimore City Public School superintendent Richard C. Hunter.

The university is providing the services of Andrews, a public school administrator who is nationally known, free of charge as a special contribution to the Baltimore school system.

"We are very fortunate to receive the services of Andrews for the remainder of the school year," says Hunter. "This contribution by the university, as well as the talents and time of Andrews, will bring to this transition team the kind of public spirit and support that we need in order to move the Baltimore City Public Schools ahead."

"The College of Education recognizes its responsibility for the educational system in all parts of the state and especially in Baltimore as a major metropolitan area," says Dale Scannell, dean of the College of Education at College Park. "When we have people who can be of assistance and improve the educational system and we can free them up for these activities, then we're happy to do so."

Andrews was superintendent of Montgomery County Schools for three years before he came to the university in 1983 as a visiting professor. At College Park he was promoted to director of the Research and Development Laboratory on School-Based Administration in 1985.

Andrews' research projects while at the university include a federally funded grant of \$141,000 the first year and approximately \$130,000 the



Edward Andrews

second year as part of a three-year Leadership in Educational Administration Development Center program and a \$50,000 state grant for a Center on School-Based Administration Research and Development.

"Andrews is a very knowledgeable person about education in general and in the state of Maryland, specifically," says Scannell. "He should prove to be an excellent resource for Dr. Hunter, and his experiences in Baltimore should directly benefit the College of Education."

As a special advisor to the Baltimore School superintendent, Andrews will be working in the areas of personnel, labor relations and general administration.

"Urban education is the number one challenge today in public schools," says Andrews. "The Baltimore city schools have all the problems that big cities have—lack of money, violence and safety concerns, and out-of-date buildings. Students there deserve a better chance for an equal educational opportunity. If I can help bring that about, it will be a

successful year."

The transition team, which also consists of three corporate advisors in addition to Andrews, will assist the superintendent in assessing the school district and making sure that the changes needed in the school system, particularly those relating to management and operation, can be instituted quickly and smoothly.

"Dr. Hunter is an outstanding individual who has really got his work cut out for him," says Andrews. "I am very impressed with the quality of people in the school system that I have met and will be working with. They are all high quality individuals."

"Our students will ultimately be the recipients of this generous gift," says Hunter. "I would like to personally thank, on behalf of our staff and students, Dr. William Kirwan, who is acting president of the University of Maryland College Park, and Dr. Dale Scannell, the dean of the College of Education at College Park." ■

—Lisa Gregory

University of Maryland Chorus to Perform World Premiere of New Oratorio

A nearly thirty-year-old musical friendship will result on Dec. 5 in a world premiere performance by the University of Maryland Chorus.

On that evening in the Kennedy Center Concert Hall, chorus director

Paul Traver will conduct a brand new, never before performed oratorio, *Trumpets of Freedom*, composed by local musician-composer-organist Herman Berlinski. Based on the story of Chanukah—Judas Mac-

cabeus is one of the main characters—the oratorio will actually premiere during the midst (the third night) of 1988's Chanukah celebra-

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Women's Studies Research Forum Accepting Proposals

This year's Research Forum of the Women's Studies Program, scheduled for the evening of February 24, 1989, will focus on "Race and Gender" and is being sponsored in conjunction with the Afro-American Studies Program. The Women's Studies Program invites all university faculty, advanced graduate students and scholars doing work on race and gender to propose papers for the Forum. Given the interdisciplinary nature of both Afro-American Studies and

Women's Studies, research from across the disciplines as well as work in creative areas such as writing, visual arts, theater, music and dance is especially requested. Proposals should include the title and a one-page abstract describing the presentation including method, focus and conclusion. Please send proposals to Research Forum c/o Women's Studies Program, 1115 Mill Bldg., by January 10, 1989. For more information call x3841.

RESEARCH HIGHLIGHTS

Energy Lab Researchers Looking at New Refrigerant Mixtures

Researchers in the UMCP Mechanical Engineering Energy Laboratory are looking at new refrigerant mixtures that could lead to the development of more efficient air conditioning equipment and may contribute to a reduction in the amount of ozone-destroying gases in the stratosphere.

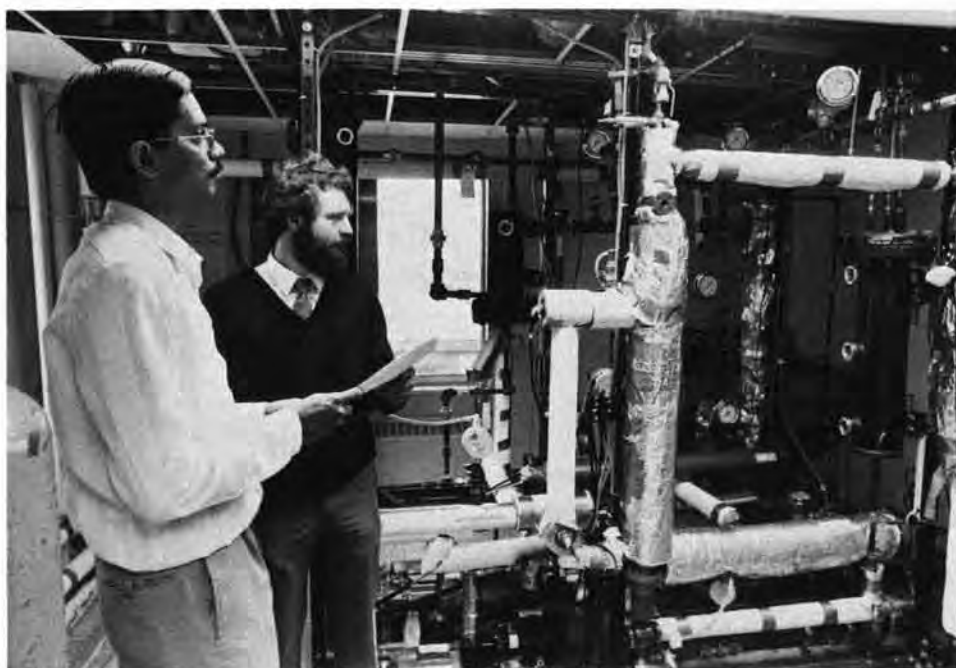
The refrigerants are used in automobile air conditioning units, household refrigerators and large commercial chillers.

Chlorofluorocarbons (CFCs) are relatively non-reactive man-made gases currently used as refrigerants, as well as propellants in aerosol sprays, and foaming agents in foam plastics. They are stable molecules that make their way to the stratosphere where they partially decompose and act as catalysts to destroy the ozone layer. According to the recent Montreal Protocol, a phaseout in the production of these ozone-destroying chemicals is planned by 1992.

"It is important to all of us that suitable replacement fluids are developed," says Reinhard Radermacher, assistant professor of mechanical engineering. Radermacher, founder and director of the lab, and colleague Keith E. Herold, assistant professor of mechanical engineering, are measuring the specific heat capacity of new refrigerant mixtures that may become replacements for those CFCs currently used as refrigerants such as R-11 or R-12 (DuPont's trade name is Freon).

The UMCP researchers, together with graduate student Tao Jia, are using a flow calorimeter developed in the Energy Laboratory which has a temperature range of -10C to 200C and a pressure capability of 2,000 pounds per square inch.

Before these new refrigerants can



Radermacher (right) and graduate student Malind Rane and heat pump test unit in ME Energy Lab.

be used to replace CFCs in car air conditioners and refrigerators, engineers must know more about their properties, Radermacher says.

Data concerning their vapor pressure, densities and caloric properties must be measured.

Radermacher and Herold and graduate student Hang Zhou are also measuring heat transfer coefficients for refrigerant mixtures in compact heat exchangers. An experimental facility has been designed and built that allows researchers to measure heat transfer coefficients of

evaporating and condensing mixtures under a variety of flow conditions and geometries.

Another project underway in the lab, which is located on the roof of the Engineering Classroom Building in what was once the solar energy laboratory, includes a heat pump test facility. The unit permits the verification and investigation of performance characteristics of a heat pump cycle that requires only half the pressure ratio of conventional systems. This, Radermacher says, could lead to energy savings, less wear, and longer

life for such mechanical equipment components as compressors.

The research has been supported by the Department of Energy, the National Science Foundation, the National Institute of Standards and Technology (formerly the National Bureau of Standards), the Gas Research Institute and industry.

In two other projects, funded by the Maryland Industrial Partnership Program (MIPS), Herold is investigating new insulating materials and new working fluids for absorption heat pumps.

Radermacher earned his B.S., M.S. and Ph.D. degrees from the Technical University in Munich and joined the UMCP faculty in 1983. He was a NATO scholar at NBS from 1981-1982 where he worked on fluid mixtures for air conditioners. Currently he teaches an undergraduate course in heating, ventilation, air conditioning and refrigeration, and a graduate course in advanced energy conversion cycles that deals with the application of fluid mixtures.

Herold earned his B.S. degree from the University of Akron and his M.S. and Ph.D. degrees from Ohio State University. He joined the UMCP faculty in 1987 after spending eight years at Battell Memorial Institute working on energy conversion projects. His teaching assignments have included the undergraduate thermodynamics sequence. ■

—Tom Ottwell

Business and Management Faculty Recognized for Publications

For any university program or college, the quantity of publications can be used as a yardstick of the program's quality. In 1987, the College of Business and Management's faculty published 165 articles, 29 chapters in books and 25 books—impressive figures for a college with a faculty almost less than half the size of those found in other major business schools.

Because of these numbers, the College has moved up in some important business school rankings.

In a recent survey published in the Academy of Management Journal, members of the business school's

management science and management and organization faculties are shown to rank 11th among all business schools and fourth among public universities. Weighed on the basis of faculty size, the study shows that in the leading academic journals, UMCP's researchers out-produced scholars at Ohio State, the University of Michigan, Duke and Harvard.

In a similar study completed last spring and published in the Transportation Journal, the business school's transportation faculty moved from a rank of 14th in 1973 to number one in 1987. Only four schools—MIT, the University of British Columbia, Penn

State and UMCP—have been able to maintain top-ten rankings since 1973.

The College's accounting faculty also came out on top in the last comprehensive study done of publications by universities' accounting faculties. This study (for the period 1976-1980) ranked the business school number one when co-authored articles were not considered and number three when such articles were considered. In this same study, UMCP also scored in the top ten of publications by graduates of the school's doctoral program. ■

New Superconductivity Director Appointed

Richard L. Greene, a senior superconductivity researcher with IBM in Yorktown Heights, N.Y., recently accepted the position of director of the Center for Superconductivity Research in the Department of Physics and Astronomy.

Greene will come to the center in January 1989 and will assume the directorship full-time in June 1989.

Jeffrey W. Lynn is currently acting director. Greene received his B.S. in physics at the Massachusetts Institute of Technology and his Ph.D. at Stanford University.

"I see this (new) position as an opportunity for me to have more influence in the area of superconductivity research," Greene says. "I'm very interested in teaching students

and training people who are knowledgeable in this area. The results of superconductivity research will start pervading society and the University of Maryland is playing a big role in that. There is good interdisciplinary interaction at the university and I'm looking forward to working there." ■

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Roz Hiebert, Editor Outlook, 2101 Turner Building, through campus mail or to The University of Maryland, College Park, MD 20742. Our telephone number is (301) 454-5335.





Columbus Day Walk

Twenty-two staff members and graduate students walked 2.5 miles around the campus in the spirit of Columbus Day, October 10. The noon-time walk, sponsored by Campus Recreation Services, was open to all UMCP staff, faculty and students. Individuals who came closest to their predicted finish times were declared winners. Prizes were awarded to male and female winners in each of four age groups and to the campus department with the most competing walkers. Winners were: Julie Wright, John English, Sharon Elliot, A. Rassoul Pour, Sitwat Satter, John Kruczek, Penny Kendezejeski, Marilyn Kauffman, Shiv Goyal, Gina Covington, and Harvey Geller. Pictured are members of the Office of the Comptroller, winners of the "most walkers" prize.

Payments by Health Insurance Company Concern Some on Campus

The money paid for medical treatment by UMCP's largest health insurance carrier is often inadequate in covering costs, a critic of the program says.

And one problem, argues Ted Einstein, professor of physics, is that campus employees can't apply for insurance options that would better meet their needs.

Einstein isn't the only UMCP employee who finds fault with the system. Inadequate payments are the largest source of complaints by employees covered under state-funded health plans, says Louise Arsenault, UMCP personnel associate and health coordinator.

"Many people are dissatisfied with the reasonable and customary fees. They say the fees are low compared with what the doctors charge," Arsenault says.

The complaints by Einstein and others center on the "customary and reasonable" fees used by Blue Cross/Blue Shield of Maryland as the benchmark for the reimbursement the company provides to cover the costs of medical treatment. The company is the largest campus insurance carrier, serving 51 percent of the 6,345 UMCP employees enrolled in state-sponsored health plans in 1988.

The company's reasonable and customary fees, set through a statewide survey of medical charges, are inadequate for medical expenses in suburban Washington, D.C., Einstein says. Einstein researched the costs of child delivery by a group of area obstetricians and found the com-



pany's reasonable and customary fees were about \$1,000 less than the doctors' charges to patients.

"These fees (the money the company offers for care) bear no relation to reality," Einstein says. "They're based on statewide averages that don't reflect what doctors charge in the Washington, D.C. area."

Blue Cross/Blue Shield of Maryland officials don't dispute Einstein's figures and acknowledge that the cost of medical care in suburban D.C. presents problems. However, their customers at UMCP can avoid higher costs by using doctors who are participating physicians with the company, they say.

Blue Cross/Blue Shield of Maryland sets its reasonable and customary fee for a given medical procedure by periodically surveying what doctors throughout the state charge, says Joe Thompson, the company's manager of provider reimbursement. An average of these fees then becomes

the reasonable and customary fee.

Doctors who decide to participate in Blue Cross/Blue Shield of Maryland agree to accept the reasonable and customary fee as full payment for treatment. If a Blue Cross/Blue Shield customer uses a non-participating physician and that doctor charges more than the reasonable and customary fee, the customer makes up the difference.

About 80 percent of the doctors in the state participate in Blue Cross/Blue Shield, but only 65 percent of the doctors in Prince George's and Montgomery counties do, says Jody Buffington, a company spokeswoman. And while the number of participating doctors in Prince George's County is close to the state average, just 50 percent of Montgomery County doctors participate.

"We don't have many subscribers in Prince George's and Montgomery counties," says Buffington. "Frankly, one reason is that (D.C.-area) physicians charge higher rates than the rest of the state."

Einstein argues that an insurance company directing a plan to this region may offer UMCP customers a better deal. Blue Cross/Blue Shield of D.C. sells insurance primarily in the Washington, D.C. area, and Einstein found the company's reimbursement for the same child delivery procedures are about \$600 more than

those of Blue Cross/Blue Shield of Maryland.

While such a comparison does not take into account other factors such as premiums, the argument is made that the campus might be better served by a plan with a regional — as opposed to statewide — focus.

However, state procedures for selecting insurance plans don't allow for different regional offerings.

State procurement laws dictate that only one regular health insurance plan like Blue Cross/Blue Shield of Maryland or Blue Cross/Blue Shield of D.C. (as opposed to pre-paid and health maintenance plans) can be offered to all state employees each year, says Diane Bell, spokeswoman for the state Office of Personnel.

The regular health plan is chosen through a bid process. Bid requests are published throughout the country; officials then choose a plan for state business according to strict criteria in the state procurement law, she says.

Blue Cross/Blue Shield of Maryland and Mutual of Omaha were the only two companies that bid their regular health insurance plans for the state business this year, Bell says.

Einstein, for one, doesn't like the procedure.

"I think the state is selling us down the river," he says. ■

—Brian Busek

Outlook encourages letters to the editor on the subject of health insurance.

Traver Directs New Choral Work

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tion. Its larger theme, the upholding of religious freedom, is as timely today as it was in the second century, B.C.

Traver and Berlinski have been musical friends for almost thirty years. Twenty years ago they collaborated on a Washington premiere of Berlinski's *Avodat Shabbat*, a musical setting of the traditional Jewish Friday evening liturgy. The performance was in Constitution Hall with the National Symphony and the Men's Glee Club and the Women's Chorus (forerunners of the University of Maryland Chorus). Traver recalls the pleasure of working with Berlinski and the novelty for most of the singers of learning the Hebrew words. "We have often talked about doing other things, and finally it all came together in the right mix this year."

The new work requires knowing only a few Hebrew phrases; it is essentially sung in English. The scoring calls for large chorus, four vocal soloists, children's chorus, wind ensemble with expanded percussion, organ and harpsichord. The soloists

include soprano Anne Johnson, alto Charlotte Dixon, tenor Gene Tucker, bass Donald Boothman, organist William Neil, and Lisa Alter as narrator.

Traver is enthusiastic about the music, characterizing it as "contemporary, but extremely listenable. It has brilliant writing, is a most appealing work—it even has a part for the traditional ram's horn shofar."

Asked about the high spots in the new work, Traver promptly picks out two. One is a march, "The Trumpets of Freedom," which Traver calls "brilliant. It's going to be stunning, a great march with two choruses and orchestra." He also cites the finale, "a prayerful, subdued moment about the creation of light after darkness. The adult choir sings, 'Open our eyes to the blessing of peace,' while the children intone, 'Will it be enough? Will it be enough?' It's a wonderfully quiet, subdued moment."

Trumpets of Freedom will be performed one time, on Monday Dec. 5



Paul Traver

at 7:30 p.m. in the Concert Hall as the opening event in Kennedy Center's 1988 Holiday Festival. It was commissioned by Project Judaica and

produced by the National Jewish Musical Art Foundation. Call Instant Charge at 857-0900 for tickets. information. ■

—Linda Freeman



Calendar

November 21 — December 7

21 MON

International Affairs Lecture: "A Developmental Approach to Promoting a Multicultural Campus Community," Greig Stewart, noon, Maryland Room, Marie Mount Hall. Call x3008 for info.

Mental Health Lecture: "Creative Strategies for Improving Female Sexuality," Gail Gutman, noon, 1143 Stamp Union. Call x4925 for info.

Computer Science Colloquium: "Non-monotonic Reasoning vs. Logic Programming: A New Perspective," Teodor C. Przymusiński, U. of Texas, 4 p.m., 0111 Classroom Bldg. Call x4244 for info.

Entomology Seminar: "Epidemiological and Evolutionary Implications of Togavirus-Mosquito Interactions," Scott Weaver, 4 p.m., 0200 Symons Hall. Call x7359 for info.

Horticulture Graduate Seminar: "Changes in Protein Profiles During Stage III Growth and Development in Peaches," Karen Klozenbuecher, 4 p.m., 0128b Holzapfel Hall. Call x3614 for info.

Space Science Seminar: "Energetic Heavy Ions at Comet Giacobini-Zinner: Results from the EPAS Instrument on the ICE Spacecraft," Ian Richardson, NASA, 4:30 p.m., 1113 Computer & Space Sciences Bldg. Call x7313 for info.

22 TUE

Zoology Seminar: "Rhinoceros as Landscape Architects in Nepal," Eric Dinerstein, World Wildlife Fund, noon, 1208 Zoo/Psych. Bldg. Call x3202 for info.

Physics Colloquium: "Cosmological Helium Synthesis Revisited," Gary Feinberg, Columbia U., 4 p.m., 1410 Physics Bldg. Call x3501 for info.

24 THU



Thanksgiving recess through November 27

28 MON

President's Commission on Women's Affairs Meeting, noon, 2105 Main Administration Bldg. Call x6668 for info.

International Agricultural Extension Lecture: "The Role of Farmer Organizations in Technology Transfer," Kerry J. Byrnes, Academy for Educational Development, noon, 0115 Symons Hall. Call x4933 for info.

Computer Science Colloquium: "A General On-Line Decision Algorithm," Allan Borodin, U. of Toronto, 4 p.m., 0111 Classroom Bldg. Call x4244 for info.

Horticulture Graduate Seminar: "Interaction of Light Intensity in Regulating Photosystem I and II," Elizabeth Gant, 4 p.m., 0128b Holzapfel Hall. Call x3614 for info.

Entomology Seminar: "Insecticide Resistance Levels in Colorado Potato Beetle Populations," Frank Ellis, 4 p.m., 0200 Symons Hall. Call x7359 for info.

Space Science Seminar: "What Are Flux Transfer Events?" Manfred Scholer, Max Planck Institute for Extraterrestrial Physics, 4:30 p.m., 1113 Computer & Space Sciences Bldg. Call x7313 for info.

Guameri String Quartet Open Rehearsal, reading of the Sibelius String Quartet in D minor, 7 p.m., Tawes Recital Hall. Call x6669 for info.

29 TUE



Holiday Craft Fair, today through Dec. 2, 10 a.m.-5 p.m., Grand Ballroom, Stamp Union. Call x4754 for info.

Zoology Seminar: "Intertidal Zonation in Three Closely Related Cryptic Species of Snail," Peter Roopnarine, noon, 1208 Zoo/Psych. Bldg. Call x3202 for info.

Physics Colloquium: "The Existence and Nature of Dark Matter in the Universe," Virginia Trimble, 4 p.m., 1410 Physics Bldg. Call x3501 for info.

Feminism Lecture: "Feminism and Science," Anne Fausto-Sterling, Brown U., 8 p.m., 2203 Art/Sociology Bldg. Call x3841 for info.

University Theatre Performance: "Fool for Love," by Sam Shepard, 8 p.m. tonight through Dec. 3 and Dec. 6-10, 4 p.m. Dec. 4 and 11, \$7 and \$5.50, Rudolph E. Pugliese Theatre. Call x2201 for info.*

30 WED

Counseling Center Brown Bag Lecture: "International Students' Expectations and Perceptions of the College Park Academic Environment," Bekele Molla, noon, 0106 Shoemaker Bldg. Call x2932 for info.

International Security Studies Lecture: "Soviet Activity in Southern Africa," Neil MacFarlane, U. of Virginia, 12:30-2 p.m., Student Lounge, Morrill Hall. Call x5961 for info.

Chemical Physics Seminar: "Structural Chemistry of Crowded Dense Organic Compounds," Richard Gilhard, Naval Research Laboratory, 4 p.m., 1235 Chemistry Bldg. Call x3501 for info.

Astronomy Colloquium: "Stellar Populations in Our Galaxy," Rosemary Wyse, Space Telescope Science Institute, 4 p.m., 1113 Computer & Space Science Bldg. Call x3501 for info.

Zoology Seminar: "The Human JC Virus: Gene Expression and Pathogenesis," Lionel Feigenbaum, 4 p.m., 1208 Zoo/Psych. Bldg. Call x3202 for info.

Architecture Lecture: Title TBA, Ralph Lerner, Architect, Princeton, 7:30 p.m., Architecture Auditorium. Call x3427 for info.

Improvisations Unlimited Fall Season: performances of "Edgewise" by Wendy Woodson, "Good Times" by Robert Small, "Zen Exercises for Limbs and Pins" by Jerry Pearson and Improvisations Unlimited's "The Process," 8 p.m. tonight through Dec. 3, 2 p.m. on Dec. 3, \$8 and \$6, EE Studio Theatre. Call x4847 for info.*

University of Maryland Opera: a program of excerpts from *Amarantha*, by Roger Ames, *The Queen and the Rebels*, by Larry Moss and *The Love of Don Perlimplín*, by Conrad Susa, 8 p.m., Tawes Recital Hall. Call x6669 for info.

Writers Here and Now Student Reading, participants TBA, 8 p.m., Katherine Anne Porter Room, 3rd Floor, McKeldin Library. Call x2511 for info.

1 THU

History Lecture: "Social Class and Political Power: The German People and National Socialism in the Weimer Republic and the Third Reich," Michael Kater, Atkinson College, York U., 3:30 p.m., 0102 F. S. Key Hall. Call x2843 for info.

Meteorology Seminar: "On the Effective Roughness Length for Turbulent Flow Over a Wavy Surface," Stanley Jacobs, U. of Michigan—Ann Arbor, 3:30 p.m., 2114 Computer & Space Sciences Bldg. Call x2708 for info.

Linguistics Colloquium: Title TBA, Ken Safir, Rutgers U., 3:30 p.m., Seminar Room, Mill Bldg. Call x7770 for info.

2 FRI

SRC Systems Colloquium: "Algorithms, Architectures and VLSI Design," Robert Broderson, U. of California—Berkeley, 10 a.m., 1100 ITV Bldg. Call x5697 for info.

Geography Brown Bag Luncheon: "The FIFE Helicopter Mission," Charles Walthall, noon, 1179 LeFrak Hall. Call x2241 for info.

AAUW UM Lunch Bunch, noon, Marie Mount Hall. Call x3940 for info.

General Honors Colloquium: "My Reactions to the 1988 Election Results," Jack Anderson, Syndicated Columnist, 2 p.m., 0110 Hornbake Library. Call x2532 for info.

East Asian Lecture: "China's Crisis and Hope," Liu Binyan, social critic, 4 p.m., 1240 Zoo/Psych. Bldg. Call x4307 for info.

5 MON

International Agriculture Exchange Lecture: "The Role of Technology Transfer in Value-Added Production," Peter Wilby, Maryland Department of Agriculture, noon, 0115 Symons Hall. Call x4933 for info.

Computer Science Colloquium: "On Teaching (and Using) Formal Methods in Programming and Software Engineering," David Gries, Cornell U., 4 p.m., 0111 Classroom Bldg. Call x4244 for info.

Horticulture Graduate Seminar: "Tissue Culture in Horticulture: Program Overview and Outlook,"



"Zen Exercises for Limbs and Pins" by Jerry Pearson, one of several works to be performed by Improvisations Unlimited during its fall season, Nov. 30-Dec.3.

Spanish and Portuguese 1992 Lecture: "Syncretism in Mexican Folk Medicine," Bernard Ortiz de Montellano, Wayne State U., 5 p.m., 2309 Art/Sociology Bldg. Call x4305 for info.

Harry Swartz, 4 p.m., 0128b Holzapfel Hall. Call x3614 for info.

Maryland Chorus at The Kennedy Center with the Shir Chadash Chorale, performing the premiere of Berlinski's oratorio, "The Trumpets of Freedom," 7:30 p.m., Concert Hall. Call x6669 for info.*

Astronomy Talk/Slide Show: "Nemesis: The Sun's Companion," T. M. Heckman, 8 p.m., Astronomy Observatory. Call x3001 for info.

6 TUE

Zoology Seminar: "The Effect of Limb Autotomy in Decapod Crustaceans," David Smith, noon, 1208 Zoo/Psych. Bldg. Call x3202 for info.

CIDCM Lecture: an open forum with Jehan Sadat, 7:30 p.m., Stamp Union Atrium. Call x7615 for info.

7 WED

Employee Development Seminar: "Financial Accounting System (FAS) Training," presented by the Internal Staff, UMCP Comptroller's Office, 9 a.m.-noon, Multi Media Room, 4th Floor, Hornbake Library. Registration Deadline: Nov. 30. Call x4811 for info.

Housing and Design Lecture: Title TBA, Barbara Charles, Staples & Charles LTD, 4 p.m., Maryland Room, Marie Mount Hall. Call x1543 for info.

University of Maryland Symphony Orchestra, Program TBA, William Hudson, conductor, 8 p.m., Tawes Recital Hall. Call x6669 for info.

* Admission charged for this event. All others are free.

Improvisations Unlimited Presents Its Fall Season

Improvisations Unlimited will present its fall season between November 30 and December 3rd at the EE Studio Theater. The program will include the Washington area premiere of "Edgewise" a new work by Wendy Woodson, known for her unsettling though poignant examinations of human relationships. The program also includes "Good Times" by Robert Small, "Zen Exercises for Limbs and Pins" by Jerry Pearson and the dance troupe's popular work, "The Process." All performances begin at 8 p.m., with a 2 p.m. matinee on December 3rd. Tickets are \$6 and \$8. Call 454-4847 for information.

Bronze From Concrete

Guoping Xu, a structural engineering student in the Department of Civil Engineering has won a Bronze Award and a \$500 check in the 1988 James F. Lincoln Arc Welding Foundation College Engineering Awards Contest. Xu, a student from the People's Republic of China, earned his M.S. degree from UMCP in May. He was one of 71 students from ten colleges and universities who won 29 awards in the annual competition. His faculty advisor was Pedro Albrecht and his thesis topic was "Non Linear Analysis of Reinforced Concrete Slabs in flexure."

ARTS AT MARYLAND

Guest Director Brings Shepard Play to University Theatre

The University Theatre production of "Fool for Love," an intense look at the complications of sex and love that develop in one family over two generations, will open Nov. 29 in the Rudolph E. Pugliese Theatre.

The drama, written by Sam Shepard, focuses on two characters

Musil, director of the National Women's Studies Association, will lead a post-production discussion of the play after the Dec. 8 performance.

Tony Elliot, a Washington area director who is currently serving as Director of Education and Touring/Outreach for the Round House



who are victims of a past that forces them apart and together with explosive results.

Performances are 8 p.m. Nov. 29-Dec. 3 and Dec. 6-10 and 2 p.m. Dec. 4 and 11 in the Rudolph E. Pugliese Theatre. Caryn McTighe

Theatre in Silver Spring, is the guest director of the production.

For further information call the Tawes Theatre Box Office at 454-2201. The play deals with mature themes and is recommended for adult audiences. ■

Medieval Music Drama Coming to College Park

A special family performance of the Medieval music drama, *Daniel and the Lions*, will be presented on Dec. 11 by the Ensemble for Early Music at 3 p.m. in the Center of Adult Education. Part of the University Community Concert series, the fully staged and costumed reconstruction of the twelfth-century church play arrives in time to start off the holidays in a festive way.

Conceived and originally produced by Frederick Renz in 1982 for performance in New York's Cathedral of St. John the Divine, the historical drama is based on the familiar Old Testament story, complete with the sumptuous feast of Belshazzar, his overthrow by the powerful army of Darius, the ominous handwriting on the wall and Daniel's miraculous escape for the ferocious lions.

Because *Daniel* is retold with a dramatic and comic flair that can be enjoyed by all ages, tickets for children from seven years old through high school age will be \$5, with reduced prices for adults accompanied by a child. Other ticket infor-

mation can be obtained by calling 454-6534. A free pre-concert symposium about the drama will be presented at 1:30 in the Center of Adult Education. ■



Art Library Renovation Scheduled for Christmas Break

While the multi-million expansion of McKeldin Library is making a dramatic impression on campus, one of the little sisters in the library system is about to experience growing pains of its own.

A renovation and expansion of the Art Library, located on the second floor of the Art/Sociology Building, will begin in December. The library, which contains about 70,000 volumes covering art history, studio art, art education and a variety of related disciplines, will be closed Dec. 24-Jan. 23 as part of the renovation effort.

"We have no room for new books," says Courtney Shaw, head of the library. "We already had extended shelves into an aisle (on the library's mezzanine floor) to create temporary space for books."

As part of the winter renovations,

the west end of the mezzanine floor of the library will be extended to the building's pillars. Ground floor book stacks also will be extended to the pillars, and study carrels will be moved to the mezzanine.

The project will add about 1,110 square feet of floor space that will accommodate, at least for the time being, the 3,000 additional volumes the library acquires each year, Shaw says.

Other work could be in the offing. Proposed plans for future renovations include extending the reference area into the atrium of the Art/Sociology Building and expanding the east end of the mezzanine floor.

The art library was opened in 1979. Books in its collection previously had been stored on the fourth floor of McKeldin Library. ■

—Brian Busek



The UMCP Art Library will be closed Dec. 24-Jan. 23 while the building undergoes renovation.

AL DANEGGER

Excerpts from Recent Operas to be Performed in Free Concert

Who says they aren't writing operas anymore? On Wednesday evening, Nov. 30 at 8 p.m. in the newly renovated Tawes Recital Hall a lucky audience will have the chance to hear selections from not one, but three recently composed operas—in the presence of their three composers.

The operas include *Amarantha*, by Roger Ames, *The Queen and the*

Rebels, by composition professor Larry Moss and *The Love of Don Perlimplin*, by Conrad Susa. The excerpts will be conducted by Paulette Haupt, Robert McCoy and William Hudson. Produced by the university's Opera Program, the concert is free and no tickets are needed. For additional information call 454-6669. ■

Students Respond to "A Day For Giving"

More than 4,000 UMCP students signed up last week to contribute \$1 from their individual meal plans to provide meals for the homeless in Washington, D.C. Nov. 22. The campus-wide effort, "A Day For Giving," was organized by sophomore Jeff Adler, and involved some 25 student groups at UMCP. Adler's interest in the city's homeless is an outgrowth of "Ways of Seeing," a Freshman Honors Seminar

taught by John Howarth. More than 210 volunteers manned tables across the campus Nov. 15 to encourage students to take part in the effort. Under the direction of the Committee for Creative Non-Violence, food provided by campus Dining Services will be distributed at soup kitchens and mobile canteens in the District of Columbia by 80 student workers tomorrow.

CLOSE UP

Graduate Students Hail British Import

Sometimes graduate students can feel as if they are members of a faceless mass. Buried in libraries and (often) in debt, their lifestyles do not always include time or energy for anything else but studying or work. Also, with a population numbering 8,779 above and beyond the 27,902 undergraduates who also are part of the student community, it isn't hard to see why they may even feel like forgotten citizens. But one person trying to improve this is the chair of the Graduate Student Association, Toby Linden.

Though it doesn't happen very often now, Linden knows what it's like to be lost in a crowd. Two years ago, the 25-year-old bachelor left his home in London and arrived in College Park to begin his doctoral program in philosophy. He'd never been to America before and, except for an aunt in New York and a cousin on the west coast, he didn't know anyone. "I must admit," he says, "the size of the university was a bit daunting, too."

Not long after he arrived on campus, he happened to see a flyer announcing a meeting of the graduate student government. He had never been involved with student government before, except to organize a summer outing for his high school, but at the meeting he sensed opportunities to be helpful that could also provide him with a way of meeting people and getting involved in campus life.

"There really wasn't a Graduate Student Association in place," says Linden. "In fact, I only volunteered to be vice chair at that first meeting because no one else wanted to do it." Despite this humble beginning, Linden soon emerged as a leader in the organization's rebirth. In December of 1987, he was elected chair of the GSA, a position he will probably have for as long as he wants it.

Prior to his current studies at UMCP in the philosophy of social science, Linden read philosophy and political science at Oxford University between 1982-85. Yet, he says his involvement with the GSA is not an extension or lab experiment of his studies. "If anything, it's a nice break from my academic interests."

This so-called "break" is really a five-day-a-week job that entails 12 committees (including the Executive Committee of the Campus Senate and the Presidential Search Committee), administrative duties and occasional pieces for the GSA newsletter. He taught in the philosophy department his first year here, but as his involvement in the GSA grew, the Graduate School offered him an assistantship to cover the workload. Although his evenings and weekends are quite busy with schoolwork, he does allow time for the GSA happy hour at "Nights Out" (a local bar) every



Toby Linden

Thursday night.

Linden feels one reason this GSA is more successful—it's still around—than previous ones is that the organization is trying to work on projects that are basic to improving graduate life. For instance, last year an ad hoc committee consisting of Linden, Page Wittenberg from French and Faith Leifman from Linguistics conducted a random survey of graduate students to determine how and where they are living. The housing survey was then submitted to the Office of Resident Life and the Graduate School, with the hope of influencing future renovations or construction of campus dormitories (see sidebar for the results of the survey). "I was shocked to see how much

people were paying for housing," says Linden who lives with two other Maryland students in a Greenbelt apartment. "The average was \$300 a month, which may not seem like much for the area, but on a graduate student's income, it makes things very tight."

As South East Regional Coordinator of the National Association of Graduate Professional Students, Linden has also been part of the successful lobbying effort to get the U.S. Congress to rescind the taxation of tuition benefits for research and teaching assistants initiated by the 1986 tax reform act.

"Since roughly 2,000 full-time graduate students at Maryland receive some kind of assistantship or

fellowship," he says, "the taxation of these benefits and the rising cost of housing has put graduate students in a real pinch."

But housing and income are not the only aspects of graduate life that Linden is concerned about. He says he senses a need for greater intellectual fellowship on the campus. For this reason, he is excited about the GSA's sponsorship of Graduate Research Day, scheduled for April 19 in the Stamp Student Union. Graduate students from all departments will put on an exhibition of their work and give a brief talk about their research. That will be followed by a special luncheon, with a distinguished speaker and awards for the best presentations.

"Such an event . . . would show our commitment to the excellence among the graduate body on this campus," says Linden. He is also pushing for a graduate common room on campus because "We need a place on campus where graduate students can meet."

While Linden suspects that not every graduate student cares about the GSA as much as he does, he hopes the work he and his colleagues are doing will help ease some of the difficulties that all graduate students eventually come up against.

"Graduate school is an individualistic pursuit," says Linden, "but we try to represent the specific concerns we all share." ■

—John Fritz

Results of the GSA Housing Survey

The following is a summary of the GSA Housing Survey as reported by Alan Munn in the September 1988 GSA Newsletter:

Last semester, in response to discussion with the Office of Resident Life about renovation of three currently undergraduate residence halls, a GSA committee conducted a random survey of graduate student housing.

Working with staff from the Office of Resident Life, the committee distributed the survey to 200 full-time graduate students randomly selected by the Academic Data Systems office. Of the 200 surveys mailed, 141 (70%) were returned.

The survey had two main goals: (1) to get an idea of the current housing situation with respect to size and type of accommodation, price, and distance from the University; and (2) to determine what factors are important to graduate students in deciding where to live, and especially what characteristics any graduate residence hall would have to have to be acceptable to graduate students.

Two thirds of the survey population were U.S. citizens, of whom

30% were from Maryland. Of the non-U.S. population, 25% were from the People's Republic of China and 18% were from Taiwan. Other countries constituted the rest of the foreign population but no one country strongly represented. The average age of the population was 30 years. A slight majority (53%) was single or married but separated from their spouses while a student. Eighty-five percent had no children. Sixty-eight percent listed a TA, RA or Fellowship as their primary source of income.

Actual Living Arrangements: 80% lived in some form of rented accommodation. Over 75% lived within half an hour's travel time from the University; 40% within 15 minutes travel time. Average cost of accommodation was about \$300 per month, while it was twice that for married students. The average number of bedrooms in a graduate student's living unit was 2.5, but roughly 20% lived in each of one, three and four bedroom units.

Desired Living Arrangements: Private bedroom: 80% considered it

essential, 18% considered it desirable. Only 9% considered a solely graduate residence essential, 36% considered it desirable. Almost 70% considered a quiet environment essential, 28% considered it desirable.

Access to a kitchen facility: 81% essential; 10% desirable. Since 87% live off campus, it was not surprising that 66% gave no consideration to having a meal plan; 23% considered it either unacceptable or undesirable. Sharing of kitchen facilities: 85% acceptable with up to three other people; 27% preferred to share with only one other person. Sharing bathroom facilities: 16% felt this to be unacceptable, 70% willing, but at most with two other people.

Sharing of general living areas: 31% willing to share with two people, 22% with one, 21% with three and 14% with four.

Cost: almost 80% of single people felt paying less than \$350 per month on housing was desirable. 45% of the married or cohabitating population felt this to be a desirable price limit. ■

College Park People: Serving their Community

As the year winds down and thoughts begin to turn to the holidays—a time of giving, sharing, and new resolve—it is also appropriate to recognize some of the contributions College Park people make to the larger community beyond the campus. *Outlook* would be interested in hearing from readers about their volunteer service activities. We have a strong suspicion that the kinds of people who find working in a university setting personally rewarding also are the kinds of people who share their time and skills with their church or synagogue, their children's local schools and with other community organizations. We'd like to hear from you.



Offices Move

The Office of International Education Services and the Study Abroad Office have moved to 2113 Skinner Building. The phone numbers remain the same.

COLLEGE PARK PEOPLE

Turning the "Worm" — Campus Experts Help Keep Computer Virus at Bay

Three UMCP staff played key roles in helping safeguard campus computers during the electronic attack by a computer "worm" on university and research laboratory computer facilities across the country earlier this month.

Peter B. Cottrell, systems manager of the Dept. of Computer Science, **Albert Chris Torek**, a systems programmer in the department, and **Steven D. Miller**, computer engineer at UMIACS, the University of Maryland Institute for Advanced Computer Studies, all were involved in the effort.

"We're sort of a home-grown staff," Cottrell says. He earned his B.S. and M.S. degrees from UMCP; Miller holds a bachelor's degree from College Park and takes graduate-level courses.

Ironically, Torek was attending a conference in California on the Berkeley operating system that is used at UMCP when the intrusion of the computer "virus" was first discovered Nov. 2.

"By late Wednesday night, following an exchange of electronic mail on the health of the network (Internet), it was apparent that something was going on," recalls Cottrell, who spent Thursday night on campus monitoring the situation.

From Berkeley, Torek dispatched electronic messages over the network

to install a "finger fix" on UMCP computers that would prevent the "virus" from boring into the campus computer system.

The worm's first attempt to enter UMCP computers was logged as coming from Princeton University. Throughout the early morning of Nov. 3, attempts continued from computers in the UMCP College of Engineering, Cornell University, the University of Washington, Boston University and others that had been infected.

Miller spent much of Thursday and Friday destroying the virus and vaccinating uninfected systems.

"The virus was not malicious but pre-emptive," Miller notes. "It wormed itself through the system. It prevented people from doing any work and spread to other machines." Although computers in the department and UMIACS were not affected, some computers in the College of Engineering were rendered temporarily useless.

"There is a heightened sense of awareness," Cottrell says. "The Internet community is going to have to fight to prove that the current set up is the proper one. The network's ability to send out information and fixes was the only way to squash the worm, he said.

The computer experts called the program a "worm," not a "virus," noting that it wormed its way



Chris Torek (left), Pete Cottrell and Steve Miller (standing) read electronic mail messages in the wake of the "worm's" attack.

through the system replicating itself and transmitting itself to other computers. A virus program attaches itself to some other program which triggers the virus. This was a separate entity capable of reproducing and spreading itself. It did nothing to other programs. Although the worm did no apparent damage or destroy data, its invasion slowed computer use and the Internet was splintered as users such as Xerox, CSNet and NASA Ames and

others cut their links to the network to avoid infection.

"People on the net seem to be calling for stern measures" (to punish the perpetrator), says Miller. "The feeling seems to be: 'Yes, we've learned some lessons but the design of the program was malicious and premeditated.' After all, this is not someone's homework project accidentally run amuck." ■

—Tom Otwell

UMCP Researchers Examine Reactions of Mentors to their Proteges

The mentoring process has become a topic of increasing interest in the field of career management in general and as a human resource management tool in particular.

In spite this increasing interest, however, research on the topic is still in its infancy.

Two members of the College of Business and Management faculty — Stephen J. Carroll and Judy D. Olian — and Cristina M. Giannantonio, of Notre Dame University, have conducted an experiment exploring the effects of several protege and mentor characteristics on mentor reactions.

Their key findings were that the protege's past performance significantly affected the mentor's reactions, that male mentors reacted more favorably to female proteges, and that mentors' reactions differed depending on the marital status of their protege.

"This study provides strong evidence in support of the relationship between protege performance and mentor affective reactions, willingness to invest behavioral efforts in the mentoring relationship and expected rewards from the relationship," the UMCP researchers say. But, they add, "There were also several interesting and potentially troublesome

findings regarding differences in mentor reactions as a function of protege gender."

The mentor has been called a coach, a godfather or rabbi, a guide, a teacher, sponsor or champion. The mentor is the seasoned veteran who can offer the wisdom of years of experience to help the younger individual learn to navigate in the adult world and world of work.

For purposes of their experiment, the UMCP researchers have described the mentor as: "A senior member of the profession or organization who shares values, provides emotional support, career counseling, information and advice, professional and organizational sponsorship, and facilitates access to key organizational and professional networks."

The experiment involved a sample of 145 managers who took part in a program for executives in the banking industry. Most (65 percent) held jobs at mid-management levels in banks or savings and loan institutions. Their average age was 35.

Each manager was provided material describing a subordinate who had been promoted into their department some 18 months earlier. Some background characteristics were given about the subordinate including job

performance which was summarized in a performance appraisal form. After reading this information, the managers assumed they were the subordinate's manager and responded to several questionnaires measuring their reactions to the subordinate described in the material.

The researchers found that the protege's performance track record had strong and consistent effects on mentors' liking of the protege, on the likelihood of engaging in friendship with and career enhancing behaviors on behalf of the protege. They found that the track record also affected the mentor's willingness to invest both public and private effort in the mentoring process.

The study also looked at the role gender plays on mentor reactions to the protege. The researchers found no evidence in support of same gender preferences. In fact, they say, male mentors prefer female proteges.

"The reasons for these findings are unclear," the researchers say. "One possible explanation is that male mentors, in particular, find male proteges more threatening than female proteges, because of the fear that male (but not female) proteges might end up being a source of competition for work resources or rewards. Another

explanation might be 'lust,' although this may be very subtle and refer to a general romantic possibility rather than anything more planned. Finally, male mentors might feel that females, in general, need more organizational support and protection than do young males. Further research will help explain which of these processes account for this interesting finding."

The third issue explored by the study was the effect of the protege's marital status on mentor reactions.

The researchers found that mentors anticipated greater investment of career enhancing behaviors and extrinsic rewards if male proteges were married rather than single, and if female proteges were single rather than married.

"Mentors apparently questioned the organizational or work commitment of married women who, presumably, were seen to be juggling an added burden over single women," they say. "At the same time, single men were less likely to be the beneficiaries of mentors' efforts, perhaps because mentors perceived single men as less stable and committed than married men." ■

—Tom Otwell

Employee Seminars Offered

Two employee development seminars, "Interviewing Techniques" and "An Overview of the Personnel Services Function," are being offered to staff members by the Personnel Services Department.

"Interviewing Techniques" will be held November 29 and 30, 9 a.m. to 4 p.m., in the Center of Adult Education, Room 1109-11. The seminar will cover: the proper way to conduct an interview, do's and don'ts of interviewing, how to prepare for the interview and a review of the Fair Employment Laws. The registration deadline is November 22. The cost is \$75 per

person.

"An Overview of the Personnel Services Function" will be held December 6, 9 a.m. to noon with registration at 8:45 a.m. in The Maryland Room, Marie Mount Hall. The seminar is designed to familiarize the campus community with the functions of the individual units within Personnel Services and to explain the responsibilities of campus departments under the university's personnel system. The nomination deadline is November 29. The seminar is free.

For information and registration forms, call x4811.

FOCUS

Focus on Graduate Minority Concerns

by Dario A. Cortes

On my first day here at College Park as Director of Graduate Minority Affairs, I helped set up and then participated in a program and reception for all enrolled black graduate students. To me, this activity exactly reflects the situation at College Park: there are a lot of activities, support programs, and efforts on behalf of minority graduate students already underway, and there is a clear role a director of graduate affairs in a central administrative position can play.

What have I found on campus? A variety of innovative programs in several departments and individual colleges for recruiting minority graduate students. Summer programs to bring students to campus for research experience, as in the Agricultural and Life Sciences; the Minority Affairs Committee in Psychology, through which minority faculty and students address the role of minorities in the department and in the focus of the curriculum; conferences on issues of concern to minorities in health education, on the contributions of blacks and hispanics in literature and the arts; special support programs for black graduate students that emphasize the role of faculty mentors for each student — these are part of an array of campus programs already initiated at College Park.

And these efforts have paid off. Several of our departments are clear national leaders in their recruitment and graduation of minorities: business and management, psychology, chemistry, and economics are just a few of the departments that are known for their successes. Our data show that the large influx of fellowship funds for black graduate students is also making a real difference: there has been a decided in-

crease in the number of black graduate students who register full-time, and thus are more likely to complete their degrees, than the number registering only part-time.

Nonetheless, problems remain. Minority enrollment in the graduate school has been lagging at only six percent over the past two years, a figure that we regard as absolutely unsatisfactory, even if the low figure reflects a national problem of too few minorities at the graduate level.

All across campus, there are major and minor efforts already underway to increase the presence of minorities in graduate work; my appointment just adds the capital letters to our common goal. It will be my task as director of Graduate Minority Affairs to serve sometimes as a supporter of efforts, sometimes as a catalyst for new initiatives, and sometimes as a prod for programs that need to try new approaches. In support of individual department efforts, I will be attending national career days as a representative for the entire campus; developing general information brochures for minorities; working on new, special agreements with traditional minority colleges to create special recruitment pools of talented undergraduates; and continuing to support with advice and funds, individual departmental publications, campus visits, or recruiting trips. I am eager to discuss with any department new ways of recruiting minorities in particular areas of study.

Some efforts have to be initiated at the central administrative level, however, and my job is also to identify and carry out these tasks for the entire campus.

One of my primary goals is to spread the word about the opportunities and the very receptive climate for minorities at UMCP. We need to

communicate more effectively our commitment to a multi-ethnic, multi-racial graduate family, first to the Baltimore-Washington community — certainly an area rich in resources for minority recruitment and professional activity and important role models in every human endeavor. We also need to communicate to the country at large our many successes and opportunities, and I will be submitting material for publication to several special newsletters with minority educators and institutions as their audience.

Finally, the campus can benefit from my role as a focal point for minority issues and concerns. One of my first actions has been the creation of a graduate minority student advisory council, which meets with me regularly to discuss ways in which we can improve the atmosphere for all minorities on campus. Whether it be housing problems, social networking problems, problems of minority-oriented research — all barriers to minority students will be sought out and dismantled, or at least knocked down a brick or two.

The administration could have appointed simply another committee for graduate minority affairs — some universities do in fact deal with the problems in that time-honored, academic way. Instead, this administration appointed a person to help nurture and pull together the many efforts of departments and to relate as a person to the minorities we recruit. This action tells me that the commitment at UMCP is not just to numbers in the national "minority rating" games, but to the lives of people who can both benefit from and contribute greatly to graduate education at College Park.

On that first day at College Park and in countless subsequent meetings with students, I have learned that we have a very large group of bright, articulate, determined minorities in many departments at College Park. Working with other dedicated administrators on campus, I intend to see that we never let down these students or the many we hope will come after them in their expectations of a welcoming, warm, invigorating intellectual home. ■



Director of Graduate Minority Affairs Dario A. Cortes

Language and Disabilities: Changing Attitudes by Changing Language

Most people today no longer refer to individuals with disabilities as crippled, deformed, or gimp, but in more subtle and perhaps inadvertent ways we still stereotype this group of people by means of the language we use about them.

The President's Commission on Disabled Persons is trying to do something about this.

At the commission's October 26 meeting, member Barbara Altman (sociology) led a discussion of how language defines people and situations, how disabled people are frequently dehumanized by having one characteristic, the disability, identify the whole person. For example, the

term "wheelchairs" in some news stories has been used to denote people with disabilities.

Other stereotypes are perpetuated by clichés: the disabled person is either "heroic" or "pathetic." He or she is "confined" to a wheelchair or "wheel-chair bound," rather than simply being someone who uses a wheelchair.

Other terms are frequently used inaccurately. Deaf used correctly means a total hearing loss; hearing impaired is appropriate for those with partial hearing. Similarly, blind refers to a total loss of vision; partially sighted is preferred for those with partial vision.

The commission wants to help the

campus community learn to value people with disabilities as a diverse and contributing group to the university. Says commission chair William Patterson (communication arts and theatre), "We hope to improve attitudes as well as access."

The commission, as a part of its discussion of language and disabilities, voted unanimously for a proposed change of its own name. No longer the President's Commission on Disabled Persons, it wants to become the President's Commission on Disability Issues, which the commission members see as a more activist and inclusive title. Acting President Kirwan has since agreed to the change.

In addition to Patterson and Altman, members of the commission are: Anne Marie Baer, Linda Berg, Sharon Fries, Ray Gillian, David Her-shenson, Trish Humphrey, Warren Kelley, John King, Kevin Kruger, Stephen Loeb, John McCart, Gretchen Metzelaars, Arshad Mughal, Laurie Pechina, Rinette Redmond, Jeffrey Riebman, Terry Roach, William Scales, James Turri and Carol Wilde-Mermon.

At its next meeting on Nov. 30, 2 p.m., in 0154 Tawes, the commission will discuss plans to develop a questionnaire about accessibility problems on campus. The commission's meetings are open to the College Park community. ■

—Linda Freeman